



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2016

2016 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2010 - 2016 Updates and the December report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be analyzed are:

- demographic of the teacher workforce and demographic of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher retention/attrition data.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 0.25% from 2015 to 2016.
- The percentage of teachers who are black and other has remained the same at 6.5%.

Age & Experience

- Teachers with 10 or fewer years of experience represent 47.9% of our teachers with 0.9% increase in teachers 0-5 years.

Teacher Workforce Dynamics

- Through 2014, the percentage of first-year teachers who left the classroom after only one to three years increased by 0.4% compared to the previous year.
- Through 2012, the percentage of first-year teachers who left the classroom after only one to five years decreased by 11.8% compared to the previous year.
- District hiring rates are at 11.1%, which is a decrease of 0.1% from 2015.
- The percentage of district new hires who were first-year teachers decreased by 1.5%.

Gender and Race/Ethnicity Trends, 2010-2016

School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
GENDER							
Female	78.4%	78.6%	78.4%	78.3%	78.1%	78.1%	78.4%
Male	21.0%	20.9%	21.1%	21.1%	21.3%	21.4%	21.6%
RACE/ETHNICITY							
White	93.0%	92.8%	93.3%	93.3%	93.2%	93.5%	93.5%
Black	5.9%	5.9%	5.3%	5.2%	5.2%	4.9%	4.9%
Other¹	1.1%	1.3%	1.4%	1.5%	1.6%	1.6%	1.6%

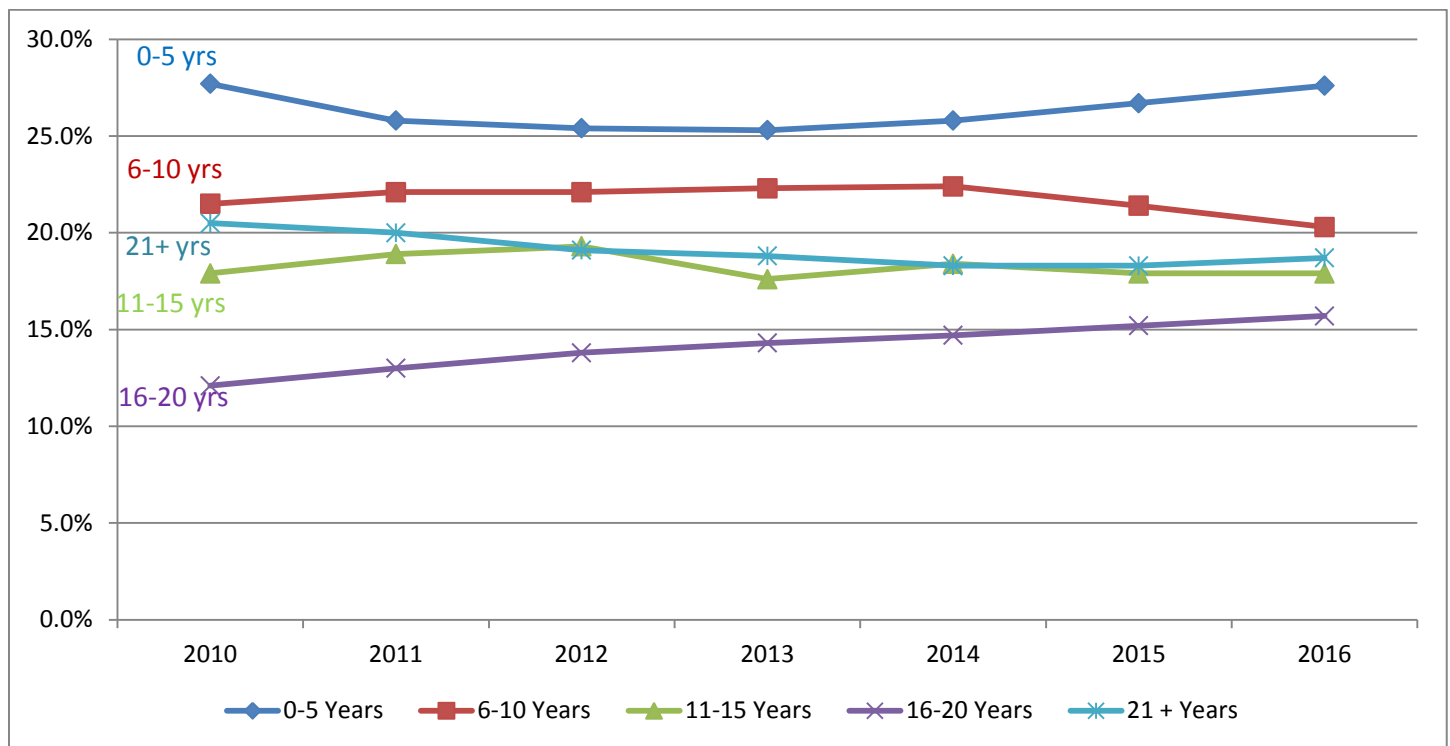
¹ Refers to all non-white, non-black race/ethnicities

Age Trends, 2010-2016

AGE GROUP	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
20-29	16.2%	15.4%	14.9%	14.9%	15.3%	15.3%	15.7%
30-39	28.7%	29.6%	30.1%	30.4%	30.5%	30.9%	30.9%
40-49	24.4%	25.2%	25.6%	25.8%	26.4%	27.1%	27.9%
50-59	22.3%	21.7%	20.8%	20.0%	19.4%	19.2%	19.0%
60 +	7.1%	7.2%	7.1%	7.2%	7.0%	6.8%	6.7%

Experience Trends, 2010-2016

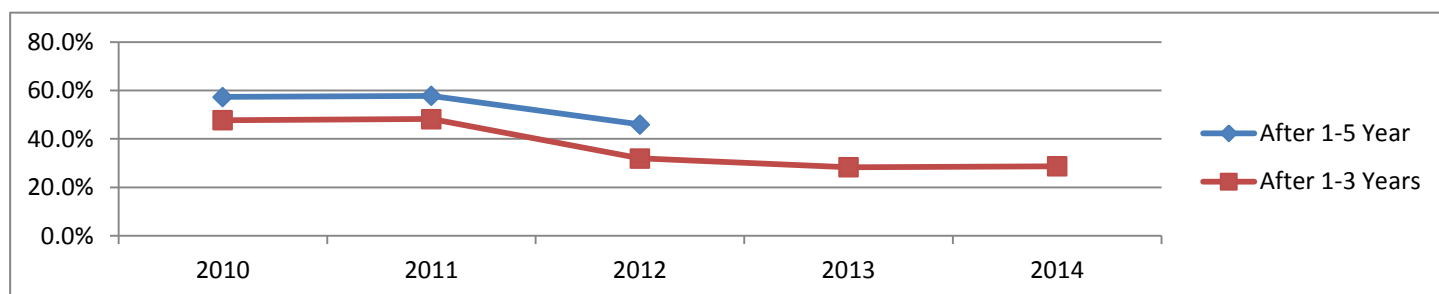
YEARS OF EXPERIENCE	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
0-5	27.7%	25.8%	25.4%	25.3%	25.8%	26.7%	27.6%
6-10	21.5%	22.1%	22.1%	22.3%	22.4%	21.4%	20.3%
11-15	17.9%	18.9%	19.3%	17.6%	18.4%	17.9%	17.9%
16-20	12.1%	13.0%	13.8%	14.3%	14.7%	15.2%	15.7%
21+	20.5%	20.0%	19.1%	18.8%	18.3%	18.3%	18.7%

Percent of Teachers Years of Experience - 2010 to 2016

Missouri's Public School Work Force, 2010-2016

School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
First-Year Teachers	4,513	4,083	4,524	4,352	4,501	4,476	4,273
% of First-Year Teachers who left the classroom--							
After 1-3 Years	47.8%	48.2%	31.9%	28.3%	28.7%	N/A	N/A
After 1-5 Years	57.3%	57.8%	46.0%	N/A	N/A	N/A	N/A

**N/A means "data not yet available." For example, for those who were first-year teachers in 2015, the percentage that leaves in the first three years will not be known until 2017, when three full years have passed.*

Teachers Leaving Missouri's Public School Work Force 2010-2014**Teachers Entering Missouri's Public School Work Force, 2010-2016**

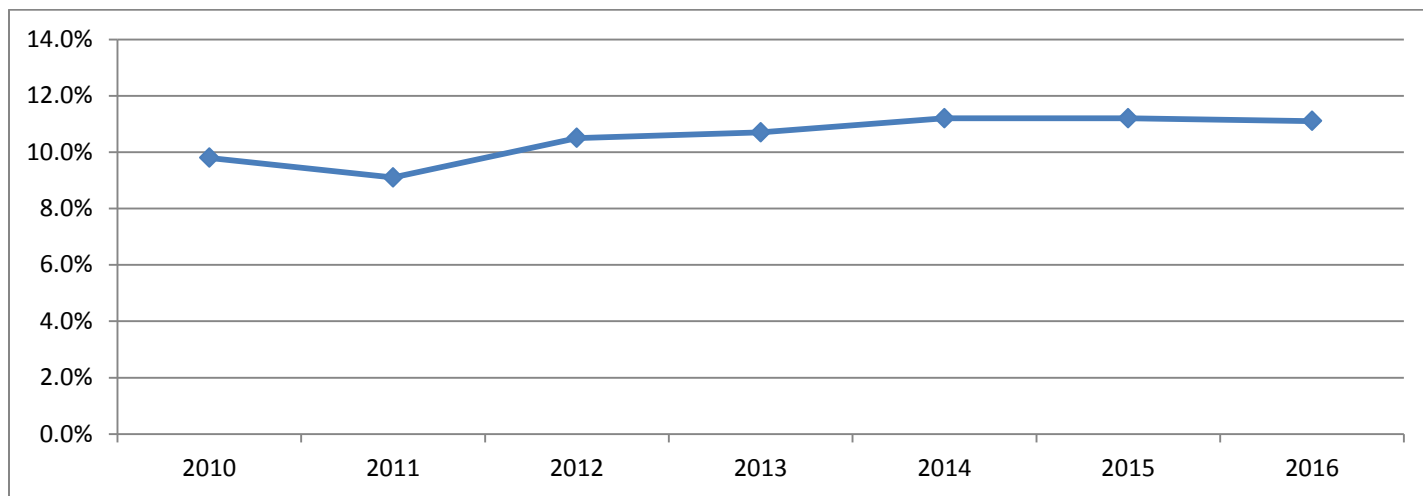
School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
District New Hires	6,985	6,273	7,203	7,377	7,745	7,840	7,714
Teacher Hiring Rate	9.8%	9.1%	10.5%	10.7%	11.2%	11.2%	11.1%
Teacher Retention Rate	90.2%	90.9%	89.5%	89.3%	88.8%	88.8%	88.9%

Number of District New Hires who are

First-Year Teachers	4,512/64.5%	4,083/65.1%	4,534/63.0%	4,360/59.0%	4,504/58.1%	4,450/56.7%	4,266/55.3%
From Another District	2,130/30.5%	1,857/29.6%	2,347/32.6%	2,646/36.0%	2,827/36.5%	2,940/37.5%	2,978/38.6%
From Out-of-State	343/5.0%	333/5.3%	322/4.4%	371/5.0%	414/5.4%	450/5.8%	470/6.1%

Number of Individual Initial Certificates Issued	5,879	5,125	5,811	5,203	5,100	4,069	3,813
Number of Multiple Initial Certificates Issued	8,157	9,105	8,081	7,637	6,947	5,854	5,657

Hiring Rates, 2010 - 2016



District New Hires, 2010 - 2016

